

Exhibit A
Town of Whitestown - 2021 Salary Matrix

Position	Wages/Salary	
Town Council Member (5)		\$4,800
Town Administration		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Town Manager (1)		\$115,000
Director of Operations and Economic Development (1)		\$95,000
Director - HR (1)		\$60,000
Town Administration Executive Assistant (1)		\$55,000
Finance and Budget Analyst (1)		\$52,500
Constituent Services Specialist (1)		\$15/hr
Intern		\$10/hr
Clerk Treasurer		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Clerk Treasurer (1)		\$70,000
Deputy Clerk Treasurer (1)		\$60,000
Planning		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Director of Developmental Services		\$85,000
Planning Director (1)		\$75,000
Assistant Planning Director (1)		\$55,000

Executive Assistant (1)		\$40,000
Plan Commission Members (4)		\$1,300
Building Department		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Building Department Director/Code Enforcement Officer (1)		\$80,000
Inspection Supervisor (1)		\$60,000
Building Department Admin Assistant (1)		\$40,000
Building Inspector (4)		\$55,000
Code Enforcement Officer (1)		\$55,000
Public Relations		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Director of Public Relations (1)		\$80,000
Assistant Director of Public Relations (1)		\$62,000
Communications Manager (1)		\$50,000
Parks Department		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Parks Director (1)		\$82,500
Parks Operation Manager (1)		\$60,000
Event Coordinator (2)		\$45,000
Operations and Administrative Assistant (1)		\$40,000
Parks Field Superintendant (1)		\$60,000
Parks Maintenance Technician (3)	\$15/hr	\$25/hr
Seasonal Laborer (2)	\$10/hr	\$15/hr
Parks Temporary Laborer (Up to 10, No More then 90 Days)	\$10/hr	\$15/hr

Town Court		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Town Judge (1)		\$15,000
Deputy Clerk of Town Court (1)		\$21/hr
Maintenance		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Fleet Department Superintendent (1)		\$65,000
Fleet Department Technician (1)	\$15/hr	\$25/hr
Facility Maintenance Manager (1)		\$57,000
Facility Maintenance Part Time Seasonal (2)	\$10/hr	\$16/hr
Public Works/MVH		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Director of Public Works (1)		\$95,000
Executive Assistant (1)		\$54,600
Street Department Superintendent (1)		\$70,000
Assistant Street Department Superintendent (1)	\$15/hr	\$27/hr
Street Department Laborer (4)	\$15/hr	\$25/hr
Public Works Project Manger	\$45,000	\$50,000
Street Department Administrative Assistant (1)		\$50,000
Water Field Supervisor (1)	\$18/hr	\$27/hr
Water/Utility Laborer (2)	\$15/hr	\$25/hr
Water Operator (1)	\$15/hr	\$25/hr
Utility Operations Manager (1)		\$80,400
Waste Water Superintendent (1)		\$75,000

Waste Water Laboratory Manager (1)	\$17/hr	\$27/hr
Collection System Manager (1)		\$65,000
Collection System Laborer (4)	\$15/hr	\$25/hr
Utility Inspections Manager (1)		\$60,000
Locator (1)	\$15/hr	\$25/hr
Inspector (3)	\$15/hr	\$25/hr
Billing Office Finance Manager (1)		\$66,000
Customer Service Supervisor (1)	\$45,000	\$50,000
Customer Service Specialists (2)		\$45,000
Seasonal Laborer (2)	\$10/hr	\$15/hr
Whitestown Public Works Department Special Pay Increases		
IDEM Wastewater License Class I		\$3/hr Increase
IDEM Wastewater License Class II		\$2/hr Increase
IDEM Wastewater License Class III		\$1/hr Increase
IDEM Drinking Water License DSM		\$1/hr Increase
IDEM Drinking Water License DSL		\$3/hr Increase
IDEM Drinking Water License WT2		\$2/hr Increase
Whitestown Public Works Department Special Pays Not Included in the above Wages/Salary		
Oncall Pay		\$125 per Week
Whitestown Fire Department		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Fire Chief (1)	\$80,000	\$104,000
Deputy Chief Full Time (2)	\$80,000	\$95,100
Division Chief Full Time (3)	\$70,000	\$85,500
Administrative Assistant (1)	\$40,000	\$50,000
Lieutenant	\$64,555	\$64,555
Captain	\$66,969	\$66,969
Paramedic - Stipend	\$3,500	\$3,500
Engineer - Stipend	\$3,000	\$3,000

3 Year Firefighter (Base)	\$60,465	\$60,465
2nd Year Firefighter	\$54,280	\$54,820
Probationary Firefighter	\$49,212	\$49,212
Civilian Medic (Base)	\$56,551	\$56,551
2nd Year Civilian Medic	\$49,000	\$56,551
Probationary Civilian Medic	\$45,000	\$56,551
Longevity (Service) Pay (Years 6-20)	\$2,268	\$9,070
Reserve Firefighter/Paramedic	\$13/hr	\$15/hr
Reserve Firefighter/EMT	\$13/hr	\$14/hr
Battalion Chief	\$74,921	\$74,921
Position Pays:		
Station/Apparatus Maintenance	\$1,000	\$1,300
Building and Grounds	\$1,000	\$1,300
Quartermaster	\$1,000	\$1,300
Public Education / PR	\$1,000	\$1,300
Communications	\$1,000	\$1,300
Peer Fitness	\$1,000	\$1,300
EMS Supply	\$1,000	\$1,300
SCBA	\$1,000	\$1,300
Whitestown Police Department		
	Annual Salary/Hourly Wage Range	
Position	Minimum	Maximum
Chief (1)		NTE \$105,000
Asst. Chief (1)		NTE \$95,000
Captain (2)		NTE \$85,000
Lieutenant (2)		NTE \$75,000
Sergeant (5)		NTE \$70,000
Corporal <Technical Rank>		NTE \$60,500
PSO (1st Class) (22)		NTE \$65,000

PSO (2nd Class)		NTE \$60,000
PSO (Probationary)		NTE \$57,500
SSD/Civilian Personnel (4)	35,000	NTE \$60,000
SSD/Civilian Part-time Personnel	\$15/hr	NTE \$40/hr
Police Board Member (4)		\$1,200 Annually
Longevity (32)		\$200 per year of Service
Whitestown Metro Police Department Special Pays Not Included in the above Wages/Salary		
Shift Differential (Late Shift)		\$1.00 per hour worked
K-9 Pay (Care and Maintenance)		\$2,400 Annually
Evidence Technican		\$1,200 Annually
Field Training Officer (FTO)		\$1,200 Annually
Detective Pay		\$2,400 Annually
Motorcycle Officer		\$1,200 Annually
Bicycle Officer		\$600 Annually
Instructor		\$600 Annually (3 Certifications max)
DRE Specialist		\$1,200 Annually
CVSA/Computer Voice Stress Analysis		\$1,200 Annually
Computer Forensics		\$1,200 Annually
LE Fitness & Nutrition Cert		\$1,200 Annually
Crash Reconstructionist		\$1,200 Annually
Crash Reconstructionist 3		\$600 Annually
SRT/Mobile Command Driver		\$600 Annually
SRT/Special Response Team		\$1,200 Annually
College Pay (Associates Degree)		\$600 Annually
College Pay (Bachelor's Degree)		\$1,200 Annually
College Pay (Master's Degree/Doctorate)		\$1,800 Annually
PSO/FF #1 (Mandatory)		\$600 Annually
PSO/FF #2 (Firefighter 1 & 2)		\$600 Annually
PSO/FF #3 (Safety)		\$600 Annually
PSO/EMS #1 (Basic)		\$600 Annually
PSO/EMS #2 (EMT)		\$600 Annually
PSO/EMS #3 (EMT-2/P-Medic)		\$600 Annually

The Chief is EXEMPT from all Special Pays except longevity.